

EXHIBIT LL

Jesse Barnes – Investigation Overview

Ethics & Compliance Case Received by HRiC:11/28/2016

Dates of Investigation: 12/6/2016 – 12/8/2016

Investigator: Megan Kloosterman, UP HR Account Manager

Parties Involved:

Name	Position Title	JG	Date to Position	Date to Shell	Relationship
Jesse Barnes	Maintenance Analyst	8	9/14/2015	9/14/2015	Will's Direct Report
William Turney	Maintenance Supervisor	REDACTED	1/16/2014	02/01/2012	Supervisor of Jesse

Allegation: Jesse Barnes called the Ethics & Compliance hotline alleging harassment, specifically name calling, belittling, inappropriate touching and comments.

Summary of Findings

- Evidence to support Will Turney's behavior violated Shell's Code of Conduct, specifically Section 3.3 Harassment: "You must treat others with respect at all times" and "You must not make inappropriate jokes or comments.":
 - Will told Jesse that she makes good money for a woman and should not be upset with her pay grade
 - Will told Jesse she works well with male employees because she is a woman
 - Will referred to Jesse as a "hot blonde" in a joking manner
- Evidence to support Will Turney demonstrated poor leadership behaviors:
 - Will consistently inquires about personal matters with his staff, particularly with Jesse
 - Will texts Jesse on her personal cell phone regarding both work and personal matters outside of work hours
 - Will gestures "cat claws" and makes a "hissing noise" during situations of conflict; this is perceived by some as Will's way of avoiding conflict and to lighten the mood

Recommended Actions/Next Steps

- Will Turney: Provide a written warning on file for 18th months, reduce IPF to REDACTED for 2016, participate in LEAD leadership training offered in 2017, participate in code of conduct training, continued coaching from Greg and Steve.
- Jesse Barnes: Transfer to new role as an HSE Analyst for the HSE team, provide coaching on professional behavior, coaching to raise concerns early
- Provide code of conduct training for all Appalachia employees
- Hold leadership engagements for entire Appalachia leadership team with a focus on code of conduct and diversity and inclusion
- Documented coaching for Mark Hoover on leadership behaviors